

MFIP-Employment Services  
**Racial Disparity Outcome**  
**Measures, October-December 2017**

Published May 3, 2018

Compiled by Health and Wellness Administration, Office of Research & Evaluation

## Ramsey County Racial Disparity Performance Outcome Measures, 2016-2017

### Measure 1: Percent of Participants In Paid Employment

Individuals Assigned to an Employment Services Agency by First of Each Month  
Average Per Month, 2016 and 2017

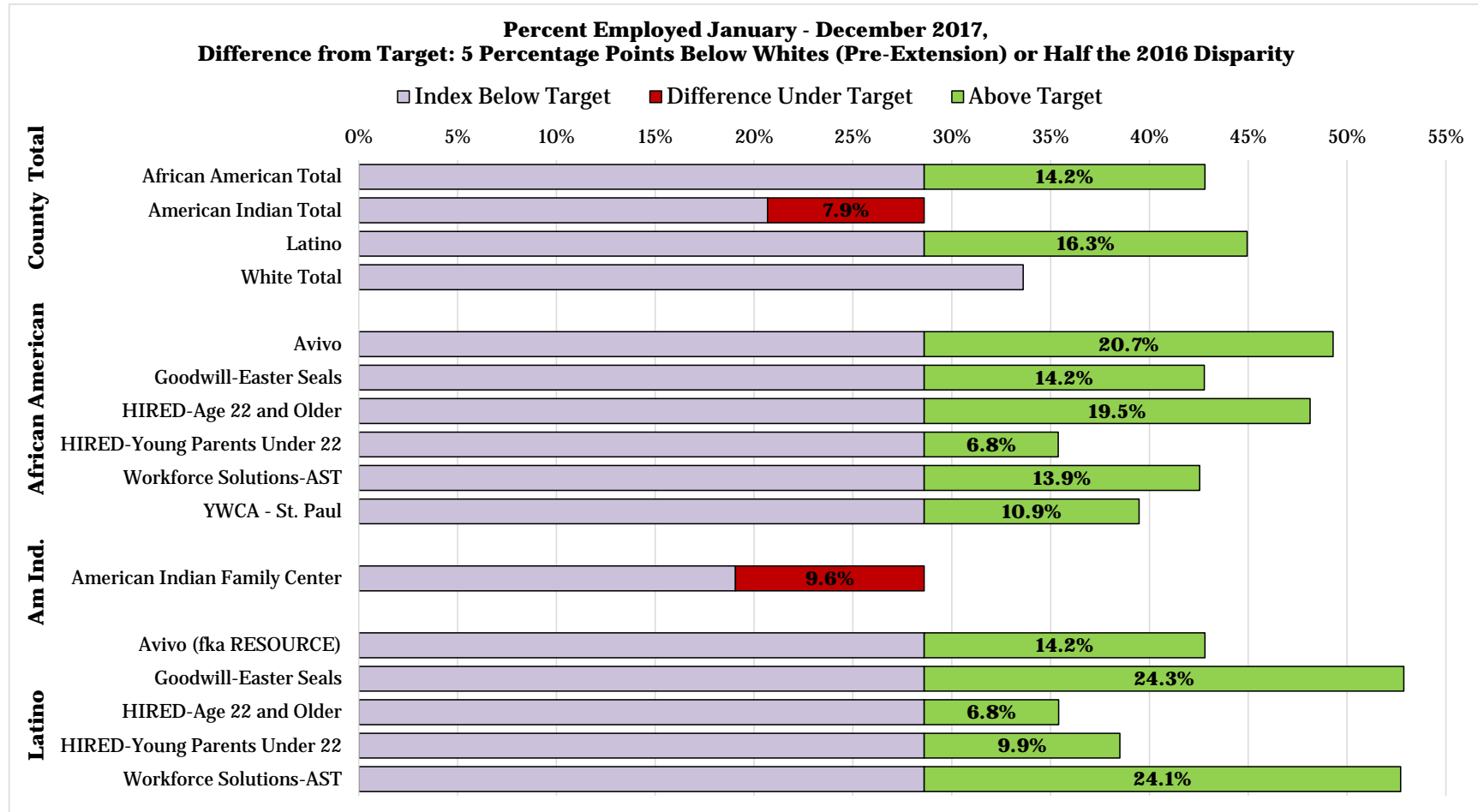
	Average Per Month 2016					Average Per Month Jan-Dec 2017				
	Average Working 2016	Average Total Assigned	Average Percent Working	Difference with County-wide White Total	50% of Gap	Average Percent Working	Difference with County-wide White Total	Difference From Goal: Within 5 Percentage Points of Whites or 50% of 2016 Gap*	Average Total Assigned	Average Working 2017
<b><u>Assisted Services Total</u></b>										
African American Total	561	1,336	42.0%	8.1		42.8%	9.2		1,295	555
American Indian Total	23	90	25.6%	-8.2	-4.1	20.7%	-12.9	-7.9	76	16
Latino	97	226	42.7%	8.8		44.9%	11.3		207	93
White Total	209	618	33.9%	0.0		33.6%	0.0		603	203
<b><u>Agency Assigned</u></b>										
<b>African American</b>										
Avivo	69	149	46.4%	12.5		49.3%	15.7		166	82
Goodwill-Easter Seals	95	223	42.7%	8.8		42.8%	9.2		213	91
HIRED-Age 22 and Older	111	253	44.0%	10.1		48.1%	14.5		246	118
HIRED-Young Parents Under 22	67	175	38.1%	4.2		35.4%	1.8		150	53
Workforce Solutions-AST	106	242	43.9%	10.0		42.5%	8.9		230	98
YWCA - St. Paul	100	257	38.9%	5.0		39.5%	5.9		260	103
Workforce Solutions-EXS	159	506	31.4%	-2.5	-1.2	31.8%	-1.8		479	152
<b>American Indian</b>										
American Indian Family Center	20	74	27.3%	-6.6	-3.3	19.1%	-14.6	-9.6	60	11
Workforce Solutions-EXS	11	49	21.5%	-12.4	-6.2	18.4%	-15.2	-9.0	46	8
<b>Latino</b>										
Avivo (fka RESOURCE)	13	30	43.6%	9.7		42.8%	9.2		26	11
Goodwill-Easter Seals	18	40	45.4%	11.5		52.9%	19.3		39	21
HIRED-Age 22 and Older	16	37	44.2%	10.3		35.4%	1.8		35	12
HIRED-Young Parents Under 22	15	44	33.5%	-0.4	-0.2	38.5%	4.9		41	16
Workforce Solutions-AST	26	56	46.9%	13.0		52.7%	19.1		49	26
Workforce Solutions-EXS	16	57	27.6%	-6.3	-3.2	28.3%	-5.3		57	16

Note: Agencies with an average of fewer than 20 participants are not shown

\*Differences may have rounding errors

	Average Per Month 2016					Average Per Month Jan-Dec 2017		
	Average Working 2015	Average Total Assigned	Average Percent Working	Difference with County-wide Total	50% of Gap	Average Percent Working	Average Total Assigned	Average Working 2017
<b>White</b>								
Avivo	46	149	30.8%	-3.1		34.5%	151	52
Goodwill-Easter Seals	31	98	31.1%	-2.8		31.1%	96	30
HIRED-Age 22 and Older	29	72	39.8%	6.0		37.5%	82	31
HIRED-Young Parents Under 22	14	47	29.0%	-4.9		27.7%	45	12
Workforce Solutions-AST	82	220	37.3%	3.4		32.9%	204	67
Workforce Solutions-EXS	46	203	22.6%	-11.3	-5.6	26.4%	178	47

Note: Agencies with an average of fewer than 20 participants are not shown

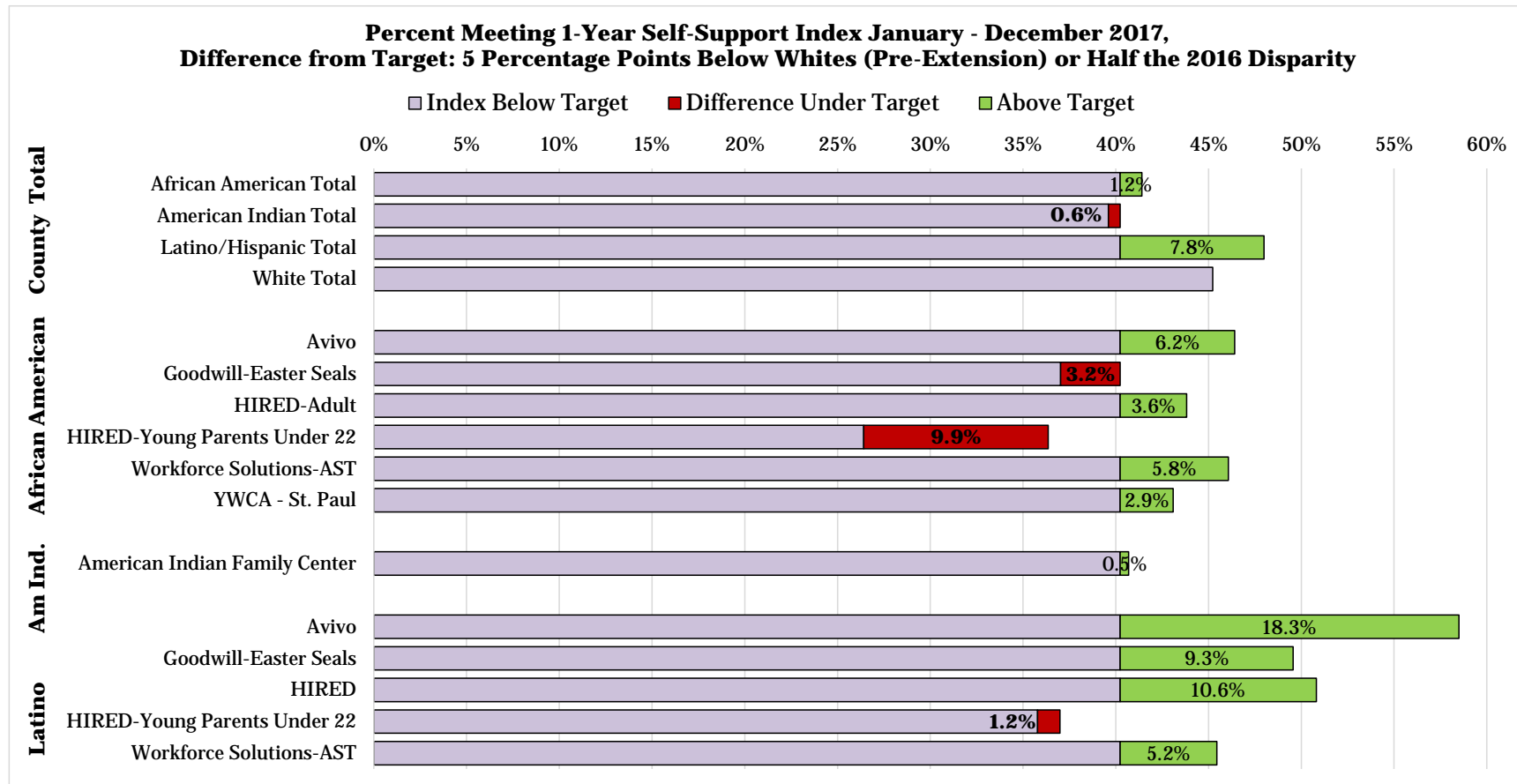


**Measure 2: Percent of Participants Meeting the One-Year Self-Support Index**  
**Individuals Assigned to an Employment Services Agency by First of Each Quarter**  
**Average Per Quarter, 2016 and 2017**

	Average Per Quarter 2016					Average Per Quarter Jan-Dec 2017				
	Average Meeting One-Year Index	Average in One-Year Index	Quarterly Average Meeting Index	Difference with County-wide White Total	50% of Gap	Quarterly Average Meeting Index	Difference with County-wide White Total	Difference From Goal: Within 5 Percentage Points of Whites or 50% of 2016 Gap*	Average in One-Year Index	Average Meeting One-Year Index
<b><u>Assisted Services Total</u></b>										
African American Total	633	1,613	39.2%	-7.7	-3.9	41.4%	-3.8		1,600	662
American Indian Total	46	130	35.1%	-11.9	-5.9	39.6%	-5.6		105	42
Latino/Hispanic Total	127	280	45.3%	-1.7	-0.8	48.0%	2.8		281	135
White Total	379	806	47.0%	0.0		45.2%	0.0		766	346
<b><u>Agency Assigned</u></b>										
<b>African American</b>										
Avivo	91	190	47.8%	0.9		46.4%	1.2		210	98
Goodwill-Easter Seals	96	266	36.0%	n/a	n/a	37.0%	-8.2	-3.2	281	104
HIRED-Adult	130	331	39.2%	-7.8	-3.9	43.8%	-1.4		335	147
HIRED-Young Parents Under 22	53	181	29.2%	-17.8	-8.9	26.4%	-18.8	-9.9	154	41
Workforce Solutions-AST	113	264	42.9%	-4.0	-2.0	46.1%	0.8		270	124
YWCA - St. Paul	130	328	39.5%	-7.4	-3.7	43.1%	-2.1		319	138
Workforce Solutions-EXS	96	639	15.0%	-32.0	-16.0	15.2%	-30.0	-14.1	659	100
<b>American Indian</b>										
American Indian Family Center	38	110	34.7%	-12.3	-6.1	40.7%	-4.5		89	36
Workforce Solutions-Extension	4	57	6.6%	-40.3	-20.2	10.8%	-34.5	-14.3	67	7
<b>Latino/Hispanic</b>										
Avivo	17	35	47.8%	0.9		58.5%	13.3		41	24
Goodwill-Easter Seals	27	54	49.8%	2.8		49.6%	4.3		53	26
HIRED	30	56	54.5%	7.5		50.8%	5.6		54	28
HIRED-Young Parents Under 22	15	50	30.5%	-16.5	-8.2	35.8%	-9.4	-1.2	47	17
Workforce Solutions-AST	25	60	41.4%	-5.6	-2.8	45.5%	0.2		64	29
Workforce Solutions-Extension	7	72	9.3%	-37.6	-18.8	13.3%	-31.9	-13.1	76	10

	Average Per Quarter 2016					Average Per Quarter Jan-Dec 2017			
	Average Meeting One-Year Index	Average in One-Year Index	Quarterly Average Meeting Index	Difference with County-wide White Total	50% of Gap	Quarterly Average Meeting Index	Difference with County-wide White Total	Average in One-Year Index	Average Meeting One-Year Index
<b>White</b>									
Avivo	107	213	50.5%	3.5		47.3%	2.0	198	94
Goodwill-Easter Seals	59	136	43.2%	-3.8		45.3%	0.1	133	60
HIRED-Adult	47	100	47.0%	0.0		49.6%	4.4	99	49
HIRED-Young Parents Under 22	25	53	48.1%	1.1		29.7%	-15.5	41	12
Workforce Solutions-AST	118	252	46.7%	-0.3		43.5%	-1.7	254	111
Workforce Solutions-Extension	34	269	12.6%	-34.3	-17.2	10.7%	-34.5	251	27

Note: Agencies with an average of fewer than 20 participants are not shown



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**Measure 3: Work Participation Rates (non-FSS, 1-Parent, with cash grant)**

**Cases Assigned to an Employment Services Agency**

**Average Per Month, 2016 and 2017**

	Average Per Month 2016					Average Per Month Jan-Dec 2017				
	Average Reaching Target Hours	Average Measured in WPR	Average Rate	Difference with County-wide White Total	50% of Gap	Average Reaching Target Hours	Difference with County-wide White Total	Difference From Goal: Within 5 Percentage Points of Whites or 50% of 2016 Gap*	Average Measured in WPR	Numerator
<b><u>Assisted Services Total</u></b>										
African American Total	257	732	35.1%	0.8		31.9%	4.3		744	237
American Indian Total	8	42	19.4%	-14.8	-7.4	11.6%	-16.0	-8.6	40	5
Latino/Hispanic Total	42	120	34.9%	0.7		34.2%	6.6		122	42
White Total	89	261	34.3%	0.0		27.6%	0.0		247	68
<b><u>Agency Assigned</u></b>										
<b>African American</b>										
Avivo	36	82	43.9%	9.6		34.6%	7.0		101	35
Goodwill-Easter Seals	39	115	33.4%	-0.9		31.2%	3.6		126	40
HIRED-Adult	43	132	32.7%	-1.6		33.3%	5.7		136	45
HIRED-Young Parents Under 22	38	103	36.9%	2.6		30.1%	2.5		90	27
Workforce Solutions-AST	42	134	31.2%	-3.1		27.7%	0.1		130	36
YWCA	41	143	28.8%	-5.4	-2.7	29.2%	1.6		145	42
Workforce Solutions-Extension	18	42	41.9%	7.7		56.1%	28.5		30	17
<b>American Indian</b>										
American Indian Family Center	6	34	17.2%	-17.1	-8.5	9.7%	-17.1	-8.5	32	3
<b>Latino/Hispanic</b>										
Goodwill-Easter Seals	6	20	31.0%	-3.2		34.2%	6.6		23	8
HIRED-Young Parents Under 22	6	23	26.0%	-8.3		27.2%	-0.4		22	6
Workforce Solutions-AST	11	32	34.2%	-0.1		35.2%	7.6		34	12
<b>White</b>										
Avivo	23	59	38.3%	4.0		28.7%	1.1		47	13
Goodwill-Easter Seals	14	38	36.3%	2.1		26.9%	-0.7		42	11
HIRED-Adult	14	37	38.5%	4.2		35.1%	7.5		39	14
HIRED-Young Parents Under 22	5	23	23.1%	-11.2	-5.6	29.7%	2.1		20	6
Workforce Solutions-AST	30	96	31.6%	-2.6		21.3%	-6.3	-1.3	95	20

Note: Agencies with an average of fewer than 20 participants are not shown

## Measure 4: Ratio of Percent 60 or More Countable Months to Percent 0 to 59 Months

### Average Number of Individuals Per Month, 2016

Goal: <=0.050

Perent Within Race/Ethnic Group

Total Parents on Ramsey County MFIP	Avg on		Percent of 60 or More	Percent of 0 to 59	Ratio of percentages	Difference with White	Perent Within Race/Ethnic Group			
	60+ Months	Avg 0 to 59 Months					60+	0 to 59	Total	
Total	1,035	3,953	100.0%	100.0%	1.000		Total	20.7%	79.3%	4,987
African American	533	1,385	51.5%	35.0%	1.470	0.222	African American	27.8%	72.2%	1,918
American Indian	52	94	5.0%	2.4%	2.088	0.839	American Indian	35.3%	64.7%	146
Asian American	14	162	1.3%	4.1%	0.318	-0.930	Asian American	7.7%	92.3%	176
Hmong	77	136	7.4%	3.5%	2.145	0.897	Hmong	36.0%	64.0%	213
Latino/Hispanic	62	236	6.0%	6.0%	1.004	-0.245	Latino/Hispanic	20.8%	79.2%	298
Multi-racial	27	122	2.6%	3.1%	0.846	-0.402	Multi-racial	18.1%	81.9%	149
Other Asian Immigrant	18	507	1.7%	12.8%	0.132	-1.116	Other Asian Immigrant	3.3%	96.7%	525
Other Black Immigrant	14	171	1.3%	4.3%	0.307	-0.941	Other Black Immigrant	7.4%	92.6%	185
Somali	24	472	2.3%	11.9%	0.195	-1.053	Somali	4.9%	95.1%	496
White	216	660	20.8%	16.7%	1.248	0.000	White	24.6%	75.4%	875

### Average Number of Individuals Per Month, January-December 2017

Perent Within Race/Ethnic Group

Total Parents on Ramsey County MFIP	Avg on		Percent of 60 or More	Percent of 0 to 59	Ratio of percentages	Difference with White	Perent Within Race/Ethnic Group			
	60+ Months	Avg 0 to 59 Months					60+	0 to 59	Total	
Total	965	3,697	100.0%	100.0%	1.000		Total	20.7%	79.3%	4,662
African American	507	1,339	52.5%	36.2%	1.449	0.318	African American	27.5%	72.5%	1,846
American Indian	47	80	4.9%	2.2%	2.248	1.117	American Indian	37.0%	63.0%	127
Asian American	14	141	1.4%	3.8%	0.377	-0.754	Asian American	9.0%	91.0%	155
Hmong	63	122	6.6%	3.3%	1.992	0.861	Hmong	34.2%	65.8%	185
Latino/Hispanic	58	220	6.0%	5.9%	1.015	-0.116	Latino/Hispanic	21.0%	79.0%	278
Multi-racial	31	112	3.2%	3.0%	1.044	-0.087	Multi-racial	21.4%	78.6%	143
Other Asian Immigrant	20	379	2.0%	10.2%	0.199	-0.932	Other Asian Immigrant	4.9%	95.1%	398
Other Black Immigrant	14	189	1.5%	5.1%	0.289	-0.842	Other Black Immigrant	7.0%	93.0%	203
Somali	23	474	2.4%	12.8%	0.189	-0.942	Somali	4.7%	95.3%	498
White	188	638	19.5%	17.2%	1.131	0.000	White	22.8%	77.2%	826